



# Pregnant Workers Fairness Act Compliance Policy

PERSONNEL BOARD

Town of Boxborough, MA

## Intent and Purpose

On July 27, 2017, “An Act Establishing the Massachusetts Pregnant Workers Fairness Act” was signed into law. The Act prohibits workplace and hiring discrimination related to pregnancy, childbirth, or a related condition, including, but not limited to, lactation or the need to express breast milk for a nursing child. The law further requires employers to provide reasonable accommodations in the workplace for expectant and new mothers.

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## Policy

It is the Town’s policy to comply with the provisions of the “Pregnant Workers Fairness Act,” including the provision of reasonable accommodations when appropriate.

Under the Act, Town employees have a right to be free from discrimination based upon pregnancy or a condition related to pregnancy. The Town shall not take any adverse action against an employee on the basis of pregnancy or a related medical condition, or for requesting or using an accommodation for pregnancy or a related medical condition.

## Examples of Adverse Actions

Examples of adverse actions include: denying employment opportunities based on pregnancy or related conditions; requiring an employee who is pregnant or has a pregnancy related medical condition to accept an accommodation that the employee chooses not to accept; requiring an employee to take leave if other reasonable accommodations can be provided without undue hardship; making pre-employment inquiry of a job applicant related to pregnancy, childbirth, or a related condition; and, when the need for a reasonable accommodation ceases, failing to reinstate the employee to the original

employment status or to an equivalent position with equivalent pay and accumulated seniority, retirement, fringe benefits, and other applicable service credits.

### Reasonable Accommodations

An employee working for the Town of Boxborough has a right to reasonable accommodations with respect to pregnancy and/or any condition resulting from pregnancy, so that the employee may perform the essential functions of the job, unless the requested accommodation will cause an undue hardship on the Town of Boxborough.

These accommodations can include, for example: frequent or longer paid or unpaid breaks; time off to recover from childbirth or complications from pregnancy, with or without pay; acquisition or modification of equipment or seating; temporary transfer to a less strenuous or hazardous position; job restructuring and/or modified work schedule; light duty and/or assistance with manual labor; and private non-bathroom space for expressing breast milk.

The Town may request documentation from the employee's health care provider(s) about the need for a reasonable accommodation, except in the cases of requests for: more frequent restroom breaks, food, or water breaks; seating; limits on lifting more than 20 pounds; and private, non-bathroom space for expressing breast milk.

For questions about or requests for reasonable accommodations under the "Pregnant Workers' Fairness Act," contact the Town Administrator.

*This policy revokes and replaces all previous policies on this topic including the prior policy of April 11, 2018. That policy was not voted or approved by the Personnel Board or Select Board.*